

DEPARTMENT OF SOCIAL SERVICES

Community Care Licensing Division
Northern California Children's Residential Licensing
Regional Office and Out-of-State Certification Program
2525 Natomas Park Drive, Suite 270
Sacramento, California 95833-2931
(916) 263-4700 (916) 263-4744 (Fax)

**OUT-OF-STATE ANNUAL REVIEW****GLEN MILLS SCHOOL**

FACILITY VISIT DATE(S): October 6, 2005

OUT-OF-STATE CERTIFICATION UNIT (OSCU) STAFF MEMBER:

Olaniyan Akyeem, Associate Governmental Program Analyst

PURPOSE OF VISIT:

Glen Mills School (GMS) is seeking re-certification with the State of California, Department of Social Services, Community Care Licensing Division, Out-of-State Certification Unit. The purpose of this visit is to verify the facility is in compliance with California Group Home Licensing Standards in order to become re-certified.

CALIFORNIA PLACING AGENCIES:

GMS continues to contract with 3 main California placing agencies which are as follows: Sacramento, San Francisco and San Joaquin.

FACILITY AND PHYSICAL PLANT OVERVIEW:

Glen Mills School (GMS) is located in Concordville, Pennsylvania approximately 20 miles southeast of Philadelphia. The facility is located on a 750 acre college-like campus, which contains a total of 17 licensed residential living units. The campus is fully equipped with on ground private school including a variety of vocational study programs and a medical infirmary. Recreation and sports include; gymnasium, weight room, athletic training facility, indoor/outdoor track and field facilities, Olympic pool, football, softball, soccer, baseball/softball, and lacrosse fields, hockey rink and wrestling.

The campus buildings, grounds, furniture, equipment and supplies appeared to be plentiful and in good repair. The individual living units, throughout the campus provided adequate living space, game rooms and outside recreational activity space. The kitchen, bathrooms, bedrooms and exteriors were observed to be clean and in good repair.

FIRE CLEARANCE:

The last fire clearance was conducted by Kistler O'Brien Fire Protection in July, 2005. There were no citations issues of concern noted during this review.

PENNSYLVANIA LICENSING AND COMPLAINTS:

GMS is licensed by the Commonwealth of Pennsylvania, Department of Public Welfare (DPW). There are currently 17 residential houses and/or living units licensed individually under the DPW as Child Residential and Day Treatment Facilities.

On December 13, 2005, contact was made with DPW licensing representative for GMS. The licensing representative reported that GMS is currently operating under full licensing status. There has been no pending legal action and they have not substantiated any complaints in the last year.

HEALTH DEPARTMENT CLEARANCES:

The last food service inspection was conducted in October, 2004 by the Commonwealth of Pennsylvania Department of Agriculture. No deficiencies noted.

ADMINISTRATION AND PLAN OF OPERATION:

GMS provided copies of valid licenses for their Child Residential and Day Treatment Facilities. Administrative review revealed no issues related to intake procedures, operating outside of licensing capacity, staff ratios, etc. The total census at the time of this visit was 861. The total number of California youth present at the time of visit was 38.

PROGRAM REVIEW AND CHANGES, (If applicable):

Since the initial certification, GMS has not made any significant changes to their overall program statement and philosophy. GMS remains one of the largest Residential Treatment facilities in the United States.

The GMS program continues to address "norms" (expected behavior) as the basis therapeutic approach. These norms are maintained by use of peer pressure to confront negative behavior and by modeling pro-active behavior. Norms are modeled, monitored, enforced and supported by all staff members as well as the students themselves. The normative culture founded at GMS is a pro-social, positive, non-threatening environment where all members are safe from violence, and have the opportunity to enhance their growth and development physically, socially, educationally and vocationally.

The basic program areas and services of GMS includes: Academic Education, Vocational Training, Student Placement Department, Recreation, Intramural and Interscholastic Sports and Battling Bulls Club.

EMERGENCY INTERVENTION PLAN (EIP) / INCIDENT REPORTS (IR):

GMS uses five basic de-escalation techniques when addressing student behavior, they are as follows:

1. Friendly Non-verbal
2. Concern Non-verbal
3. Helpful Non-Verbal
4. Concerned Verbal
5. Staff Support

All above techniques are described in the facility EIP. In the event the five de-escalation techniques fail in motivating the student to change their behavior, a "Manual Assist" may be used. If all previous interventions have failed and the student becomes a threat to himself and/or others, a "Physical Restraint" will be used with the least amount of restraint to settle the student down until he no longer poses a threat to himself or others.

GMS continues to submit incident reports on an ongoing basis. There are no issues of concern in this area

PERSONNEL AND CLIENT FILE REVIEW

A total of seven staff and seven client files were reviewed. All files appeared to have the appropriate documentation maintained in each file. Personnel and client file reviews revealed no issues of concern.

CLIENT(S) AND PERSONAL RIGHTS (REVIEWED):

Upon admission, each student is informed of his personal rights. The rights statement document is signed by the student and his authorized representative and filed in the student's file.

Interviews with the California youth revealed no issues regarding personal rights. Students indicated that they were aware of their personal rights and had no problems in this area.

MEDICAL, DENTAL, AND NUTRITIONAL FOLLOW-UP SERVICES:

GMS has their own medical, dental and optical clinics on grounds. GMS is also currently in the construction phase of upgrading and expanding their medical facilities to a new building on grounds. The students indicated that they receive initial medical and dental examinations on admission and reported that they had no issues with the medical or dental services.

Client's medication, physician and dental records appeared to be properly document in each student file. In case of a medical emergency, the student is taken to the hospital.

TREATMENT SERVICES (COUNSELING, GROUPS, THERAPY ETC):

GMS does not accommodate traditional psychotherapy for mental health disorders. Students are pre-screened prior to admission and are given a psychological exam within 14 days of admission to evaluate and/or rule out those students requiring such treatment. However, short-term psychological counseling can be provided on an emergency basis.

All students have a counselor assigned to them 24 hours a day. Students are required to participate in daily Guided Group Intervention meetings which uses positive peer interaction to address issues, problem solve and confront negative behaviors. Students report that they appreciate this type of intervention because it allows the students to do be directly involved and solve their own problems.

STAFF ORIENTATION AND TRAINING HOURS:

GMS staff are required to complete initial and on going training in the Behavioral Intervention and Restrictive Procedures. Staff receive a 2 hour refresher course annually and trainers an additional 20. Other training include: emergency and safety procedures, first aid and CPR, etc. Review of staff's file revealed no issues regarding training hours.

SCOPE OF CERTIFICATION REVIEW:

Certification review covered the following areas: programming, intake and discharge procedures, discipline policy, emergency intervention techniques, medical procedures, staff and client file review, facility file review, staff interviews, observation of program and daily activities, criminal record review, personal rights, food services, staff trainings, emergency disaster plan, fire clearance, and all issues pertaining to physical plant.

OUT-OF-STATE CERTIFICATION FINDINGS, VIOLATIONS AND PLAN OF CORRECTIONS:

The OSCU review of the GMS revealed no issues of concern or violations of California Licensing Standards. Facility appears to be operating in substantial compliance at this time.

CERTIFICATION DECISION:

Recommendation for re-certification through 2005-2006.

The Re-Certification will be decided following review of the POC. Please submit a POC for the above issues by **July 14, 2005**.